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specific illustrations the prevalent attitudes of both employers and employees toward this industrial program in process of introduction.

In style this work is descriptive and expository rather than analytical. It is written to appeal to the general reader rather than to the specialized student of industrial relations. Although subject to limitations as a scientific treatise, it fills the need for a discussion within the understanding of the general reader. In the appendixes, comprising nearly four hundred pages, the author has brought together documentary materials dealing with various phases of industrial conditions of the war period. The specialist will find this collection valuable source material.

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Women's Wages. A Study of the Wages of Industrial Women and Measures Suggested to Increase Them. By EMILIE JOSEPHINE HUTCHINSON, PH.D., Columbia University, 1919. (Columbia University Studies in History, Economics, and Public Law, Vol. 89.) New York: Longmans, 1919. Pp. 179. \$1.50.

This book, submitted as a Doctor's thesis to Columbia University, is a painstaking, clearly written analysis of the wages of women and the factors affecting them. Nearly half the space is given to a discussion of minimum-wage legislation and its possibilities. Trade unionism and vocational training are included with minimum-wage laws as the chief methods of raising the present low standards. The facts presented are drawn almost exclusively from reports prepared before the war, and although occasional references are made to the work of women during the war, and their position after it, the discussion seems not to have been influenced by the changes in the aspects of labor problems since 1914. It is unfortunate that certain old opinions, which have never had satisfactory statistical proof, such as "From five to seven years is the average length of the girl's wage-earning life," are repeated without supporting evidence. New questions, like those raised by Mrs. Webb's minority report on "The Relation between the Wages of Women and Men" in the Report of the British War Cabinet Committee, are not presented.

As a history of data and opinions before the war the book is useful, and with the persistence of many of the same tendencies in women's work it will have continued value.

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